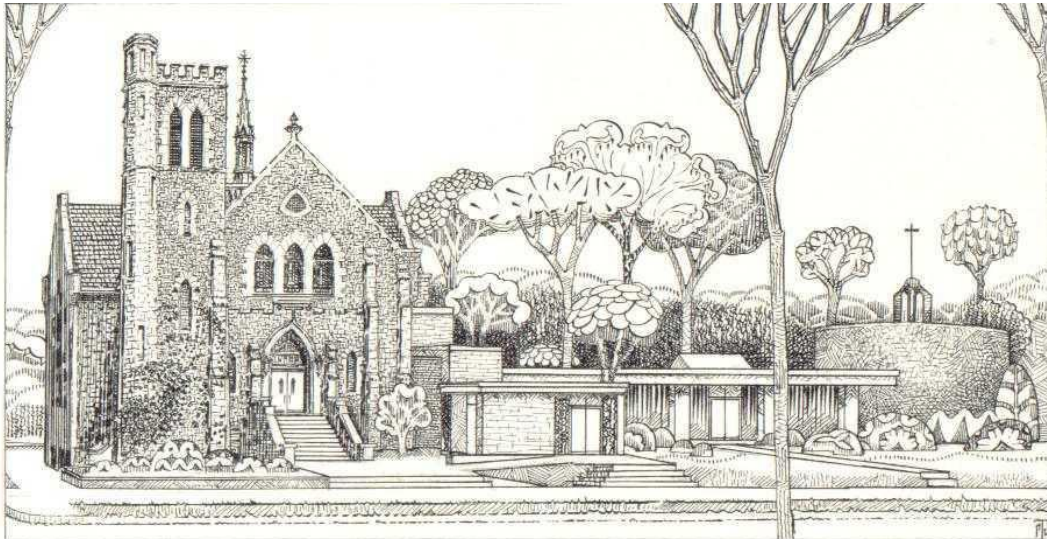


# University Lutheran Church of Hope

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*University Lutheran Church of Hope  
is a welcoming, Christian community of faith  
centered in God's grace and  
called to demonstrate God's love for the world.*



## 2021 Annual Report to the Congregation

Presented at the Annual Meeting

February 13, 2022

Complex World. Thoughtful Church.



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*\* These items are usually distributed at the annual meeting. This year we have included them in this booklet for reference since we are meeting online.*

*Special thanks to Bruce Eldevik and Ann Agrimson for collecting, compiling, and editing this report, and thanks to Nathan Obrestad and Nancy Miller for preparing the printed booklets.*



Complex world. Thoughtful church.

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## **Congregational Meeting**

Agenda for February 13, 2022

Welcome

Opening prayer/litany (see last page of booklet)

Today's process and comments

Adoption of rules for the meeting

Approval of minutes from the 2021 Annual Meeting

Solar update

Treasurer's report for 2021

2021 Ministry in review

Presentation and approval of 2022 budget

Message from Pastor Jen

Recognition of outgoing board members

2022 Leadership Development report and election of new leaders

Recognition of staff

Passing of the gavel

Announcements

Closing blessing

Motion to adjourn

# A Vision for the Coming Years

University Lutheran Church of Hope

Spring 2021 - May 18, 2021

*In the fall of 2015, we created vision goals entitled Igniting Our Life Together. Over the years this vision evolved and in the fall of 2018 a new version of our vision goals confirmed our intention to stoke the flames. As we emerge from COVID-19 in the spring and summer 2021 and continue to discern the significance of this long season on so many levels, we're committing to this vision in renewed ways.*

## Opening Our Life Together

**As a community of faith we aspire to these goals:**

**Cultivate deep roots in our neighborhood and the University community, by actively making our walls porous.**

- Build authentic long-term relationships that center our neighbors' interests, while understanding and addressing our individual and collective privilege. We will listen to each other's stories, mutually support the physical and spiritual needs in our neighborhood, and build relational power to make Gospel-grounded justice and equity a way of life.
- Commit to sharing our space, time, and resources with our neighboring communities as an expression of Christ's radical hospitality. We will continue our involvement in the Sanctuary Movement, and renew our commitment to opening our doors to individuals and groups in the community.
- Renew and expand our commitment to ministry with young adults and students, including Lutheran Campus Ministry. We will seek to meet the needs for wholeness and healing, especially focusing on issues around food insecurity, mental health, and spirituality.

**Embrace all persons throughout their life journey in a community of love, respect, and acceptance.**

- Through faith formation experiences for people at every age (children, youth, younger adults, adults, elders), accompany one another through the complexities and joys of life, fully integrating our physical, intellectual, emotional, and spiritual selves.
- Help one another explore scripture, discern the gifts and burdens of our traditions and history, practice spirituality, center the voices of marginalized people, respond to the needs of our world, and follow the call to be "bearers of God's justice-making love"<sup>[1]</sup>.
- Be true to the journey of faith where there is safe space for doubt, questioning, curiosity, and genuine grace.

**Fuel authentic worship and deepen spirituality.**

- Led by the Holy Spirit, we encounter God in varied and participatory worship experiences, blending in person and online opportunities. We will build on a strong Lutheran liturgical tradition, celebrate a thoughtfully eclectic style, explore progressive Christ-centered theology, and seek expansive images of God that engage the arts and our whole selves.
- Deepen spirituality. We will actively engage one another and the world in small group encounters, in the work of social justice, in study of the Bible, and in integration of faith and life.

---

[1] Moe-Lobeda, Cynthia. *Resisting Structural Evil*. Fortress Press, Minneapolis. 2013.

# Congregational Meeting Minutes

February 21, 2021

This meeting was conducted through Zoom. Access to the Annual Report was provided on line at <http://www.ulch.org/wp-content/uploads/2021/02/2020-Annual-Report-Final.pdf> Hard copies of the report could be picked up before the meeting at the ULCH office. The Annual Meeting opens at 11:32 am.

Congregational President Tim Abrahamson asks that Nick Tangen record the meeting for the purpose of assisting with the minutes.

**Welcome** – Tim Abrahamson

Tim thanks those who are attending.

**Opening prayer/litany** – led by Pastor Barbara Johnson and Zach Busch

The Scripture and Litany are shared on screen and located on the back page of the Annual Report.

**Today's process and comments** - Tim Abrahamson

Tim thanks Joan Campbell for being parliamentarian for this meeting.

Thank you to our tellers who will be counting the votes during any motions that are made during the meeting. Those people are: John Beane, Carol Flaten, Sonja Peterson, Shelly Parry, and our tech people Matt Fry and Liz Brondos Fry

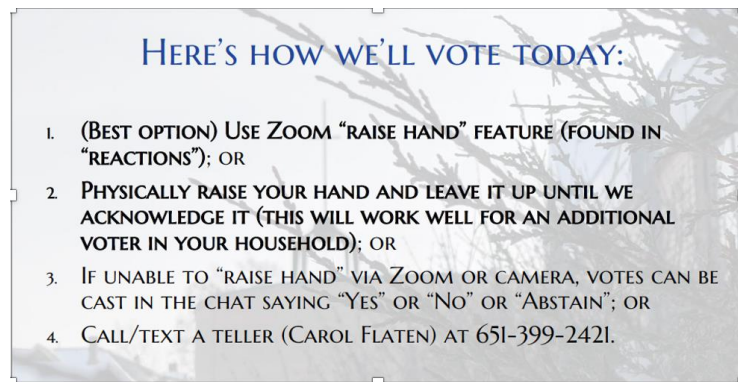
Thank you to those who put the Annual Report together: Ann Agrimson, Julaine Kobiske, and Karen Jorstad.

Ann Agrimson suggests that when we ask a question, we say just our names and refrain from saying how long we have been a member at ULCH. While there are times that is helpful, it can be uncomfortable for someone else who hasn't been a member for as long to speak up.

To keep things running smoothly, the congregation is asked to only use the chat function for voting or asking a specific question.

**Instructions on Voting** – Matt Fry

There are four ways to vote for a motion. Matt provides this visual to help.



Matt also created a video on how to raise your hand in Zoom that he shows at this time. This provides instructions on how voting may be different based on Mac computer or PC, iPad, or smart phone.

Hands will be counted by the tellers. Once we have received a majority vote, the motion is passed.

The congregation is given a chance to practice voting.

**Adoption of Roberts Rules for the meeting** - Tim Abrahamson

The rules for the meeting are shared on the screen and also found on page 12 of the Annual Report.

***Motion #1:** A motion is made to adopt meeting rules as printed in the Annual Report.*

*Motion is moved by Carol Flaten and seconded by John Beane.  
The motion is passed by majority.*

**Approval of minutes from the 2020 Annual Meeting - Tim Abrahamson**

***Motion #2:** A motion is made to approve the minutes of the 2020 Annual Meeting as printed in the Annual Report. Motion is moved by Carol Flaten and seconded by Sonja Peterson.  
The motion is passed by majority.*

**Capital Campaign Update - Tim Abrahamson, Eric Ringham, Mark Nelson**

Revealing Hope Capital Campaign took place between February 2018 to January 31, 2021. Tim reviewed the contributions and projects that were completed.

Capital Campaign – Revealing Hope	
Income	
2018 Contributions	207,270
2019 Contributions	121,301
2020 Contributions	117,704
<b>Total Contributions</b>	<b>446,275</b>
<b>Pledges to Revealing Hope Capital Campaign</b>	<b>413,000</b>
Difference	33,275

**Projects Completed:**

1. Monthly Mortgage Payments
2. Stain Glass Windows
3. Bread Oven
4. Children's Play Area
5. Organ Repairs and Updates
6. Sewer Repair
7. Supplement Operations Budget

Tim goes over what happened in the past year with income, expenses, and planned expenses for 2021. He points out that the current Assets of \$123,719 is actually monies in the current Capital Campaign fund. So we will start out the Opening Doors Campaign with \$77,480.

Eric Ringham, who was president during Revealing Hope and helped start the last Capital Campaign, talks about what that campaign allowed us to do in projects and benevolence, as shown in the following slide.

REVEALING HOPE CAPITAL CAMPAIGN	
Pledges to Campaign: \$413,000 Total Contributions: \$446,275	THANK YOU!
BENEVOLENCE, \$31,240, 7% OF ACTUAL CONTRIBUTIONS \$3,124 PER RECIPIENT	BUILDING PROJECTS
THE ONE FUND	STAINED GLASS WINDOWS
LUTHERAN CAMPUS MINISTRY – TWIN CITIES	BREAD OVEN
LUTHERAN CHURCH OF CHRIST IN NIGERIA: COVID	CHILDREN'S PLAY AREA
UNIVERSITY AREA SANCTUARY COALITION	ORGAN REPAIRS AND UPDATES
FIRST NATIONS KITCHEN	SEWER REPAIR
BEACON INTERFAITH HOUSING COLLABORATIVE	SUPPLEMENT OPERATIONS BUDGET
WOMEN'S ADVOCATES	MONTHLY MORTGAGE PAYMENTS
SHOB'S TABLE	
GLOBAL HEALTH MINISTRIES	
THE VOICES OF HOPE	

**Opening Doors Capital Campaign - Mark Nelson and Karen Westwood, co-chairs**

This campaign started in February 2021 and goes to January 2024. As of February 20<sup>th</sup>, people have pledged \$434,433 and pledges continue to come in. Thank you to the Capital Campaign Committee: John Bablitch, Ann and John Beane, Deb Bordsen, Jack Dant, and Garvin Davenport.

Thank you to those involved in the video: Maxwell Collyard (videographer), M'taleni Nashandi, Leena Rapacz, John Pignatello, Pastor Jen Nagel, Deb Bordsen, Ray Makeever for use of his song "Open the Doors", Tim Gustafson and the ULCHers for playing, Jay Carlson for sound mixing, Garvin Davenport, and John Bablitch. Plus, Nathan Obrestad and Nick Tangen for their help in digital archives and administration.

Thanks to Tim Abrahamson and Pastor Jen Nagel for their guidance & support.



## Solar Update – Stewart Herman

Thanks to those who have helped with the Solar Project: Tim Abrahamson, Nathan Obrestad, John Pignatello and Kathy Knudson.

Last June, the congregation met over Zoom and voted for the following array that would provide as much electricity as the church uses.



The array should have been built and finished the end of November, but there are many steps that needed to happen.

- 1) Financing: The total cost of the array is \$234,000. We worked out the financing to be covered by:

145,000	Loan from the Trust board
10,900	Grant from the Trust board and anonymous gifts
28,000	Solar Financing non-profit
18,000	A possible grant from the City of Minneapolis

We still need to cover \$32,000. The solar project group is working to have this built without using money from the ULCH operating budget.

- 2) Permits and Approvals: Excel Utility needed to provide Interconnection agreement. This was finalized early December. We are now cleared to build.
- 3) Design: Roof top design (by Sundial) is ready. Canopy design, over the parking lot, was to be done by Poly-Tex. They backed out.

New canopy design, with new manufacturer from Canada, has the following changes:

- 1) They reduced the number of solar panels on the roof because of shading issues.
- 2) They enlarged and moved the car canopy over the parking lot, away from handicapped parking which could have produced ice problems and away from bread ovens.





This will probably take 7 weeks for permits, building and installation, so hopefully it will be done by the end of May. There will be a congregational meeting in the next couple weeks to provide more information about this.


Jason Lukis asks through chat: Does this project include plans for free electric car charging station(s) for the community?

Answer: It has been discussed. It is not a part of this proposal, but we can address this at a future meeting.

### Treasurer's report for 2020 - Emma Carpenter

First, Tim Abrahamson introduces Kari Olson, who is Hope's Financial Administrator, and thanks her for her work.

The following slide is the actual results compared to the budget. General giving was up, rental down. Special income line is Covid Relief Fund for small businesses used for payroll expenses, mortgage interest and utilities.




## 2020 Actual v. Budget

	Actual	Budget	Over / (Under)	
General Giving	503,839	492,000	11,839	
Rental Income	124,010	150,186	(26,176)	Less daily parkers and use of facilities
Special Income	73,889	0	73,889	Payroll Protection Program
<b>Total Income</b>	<b>\$701,738</b>	<b>\$642,186</b>	<b>\$59,552</b>	

The following slide that shows the Finance charge, is the mortgage payment. This finance charge is paid in tandem with money from the Capital Campaign and General Fund.

The total net income for the year was \$952 excluding the PPP funds. Including the PPP funds our net income was \$74,841.

Hope in the World team created the Rolling Waters fund in 2020. They were able to donate the following:



## 2020 Benevolences

Rolling Waters <i>(Dedicated fund with a focus on racial justice and organizations led by Black, Indigenous, and People of Color)</i>			
Voices for Racial Justice	1,000	African Development Center	1,000
MIGIZI	500	Masjid al-Nur	1,000
Defend Glendale and Public Housing Coalition	500	Redeemer Center for Life	1,000
MN Healing Justice Network	1,000	Wyman AME Church	1,000
Sanctuary Covenant Church	500	Tapestry Lutheran Church	1,000
American Indian Community Development Corporation	500	Makoce Ikikcupi	800
Minneapolis Area Synod – Racial Justice Organizer	1,000	NEON (Northside Economic Opportunity Network)	500
All Nations Indian Church	500	Proverbs Christian Fellowship	1,200
Street Voices of Change (via Central Lutheran)	1,000	Fellowship Mission Baptist Church	1,200
Better Futures Minnesota	1,000	Minneapolis Central Church of Christ	1,200
Juxtaposition Arts	1,000	Minnesota Indian Women's Resource Center	1,000
Minnesota Indian Women's Resource Center	1,000	<b>Total</b>	<b>20,400</b>

Our total benevolence (including Rolling Waters) was 16.4% of our General Giving and 12.5% of our Total Revenue.

# 2020 Benevolences

Emma Carpenter

## General

Various Sanctuary Related Causes	4,440
ISAIAH	651
Aves for Homeless	25
Sheridan's Story	5,563
FMF	5,500
Disaster Relief	355
Bread for the World	195
Beacon Interfaith Housing Collaborative	200
Lutheran Campus Ministry – Twin Cities (Annual Budgeted Giving)	2,500
Holy Trinity Lutheran – Expansive Language Liturgy	500
Holy Trinity Lutheran – Racial Justice Support	100
<b>Total</b>	<b>20,028</b>

## Mission Support

(Given to the work of the ELCA wider church through Minneapolis Area Synod)	32,129
---	--------

## Capital Campaign

The One Fund	2,500
Lutheran Campus Ministry	2,500
Lutheran Church of Christ in Nigeria-COVID Response (via MAS)	2,500
University Area Sanctuary Coalition	2,500
<b>Total</b>	<b>10,000</b>

## Totals

Total Rolling Waters	20,400
Total General, Mission Support and Capital	62,157
<b>Total Benevolences</b>	<b>82,557</b>

<b>General Giving</b>	<b>\$503,839</b>
<b>% of General Giving</b>	<b>16.4% / 12.3%*</b>
<b>Revenue</b>	<b>\$661,084</b>
<b>% of Revenue</b>	<b>12.5% / 9.4%*</b>

\*excluding rolling water dedicated fund

**Motion #3:** Motion to approve the 2020 Treasurer's report.

Motion is moved by Carol Flaten, seconded by Shelly Parry.

Motion is passed by the majority.

### Questions/Discussion:

Paige Whitney asks if the Rolling Waters fund will continue.

Answer: Yes, this is a dedicated account at ULCH. Anyone can give to that fund.

Gretchen Peik asks if FMF (Families Moving Forward) is still a dedicated account? And do we still have money in the account?

Answer: FMF has a dedicated account. \$5,500 went to FMF in 2020.

Rosalie Eldevik asks if we are still supporting FMF even though it is no longer housed in our church?

Answer: FMF continues to exist, but not housed in our area. They are focusing on Scott and Carver County.

People can still contribute by designating their donation to the FMF account.

Donna Neste writes in the chat "For 2021, I would love to see more Bread for the World"

Answer: This would fall under Hope in the World budget. Sonja Peterson responds that their 2021 budget proposal includes \$250 for Bread for the World. That will be either a straight donation or used for a letter writing campaign.

Bruce Eldevik writes in the chat "Since we basically made the 2020 budget through general giving, what will happen with the PPP funds?"

Answer: The PPP funds were already spent on 2020 salaries, benefits, mortgage interests & utilities. We do have a surplus of general giving, and that amount will remain in our account which we can use for the general operations of the church.

Merrill & Lisa Morse asks in the chat: "Did the original motion for benevolences in the Revealing Hope campaign permit the V&G Board to select benevolence recipients?"

Answer: Recipients were nominated and then voted on by the congregation. The team who helped this process are Uli Koester, Sonja Peterson and Brady Wilmer.

Joan Campbell is asked if we need to revote because we had the discussion after the vote. She responds no, since there were no objections.

Emma Carpenter is thanked for her report.

Sarah Wille asks in chat: "we might need to think about our connection to MHC (Mental Health Connect)."

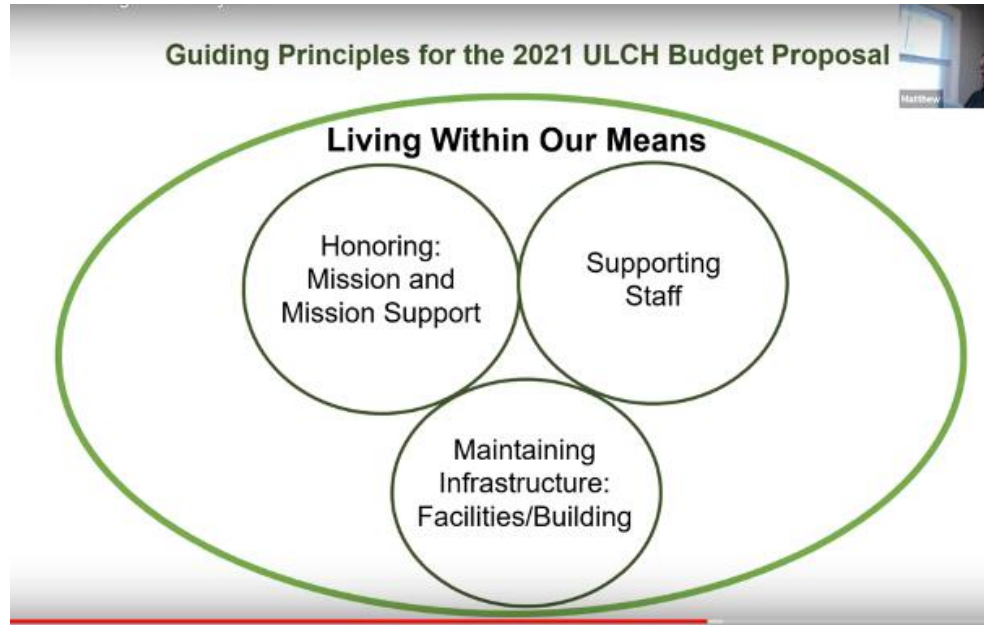
Answer: MHC will be receiving a Trust Grant this year and that will be our donation. MHC could at some point come into the budget.

### Ministry in review – Pastor Jen Nagel

There have been many wonderful things that have gone on this year in spite of the pandemic. Pastor Jen encourages everyone to read the annual report to learn about all that has happened. The members of the Vision and Governance Board each tell of one thing they appreciate or are looking forward to.

### Presentation and approval of 2021 budget – Emma Carpenter and Tim Abrahamson

These are our guiding principles all while living within our means and doing what we're able to do with the resources we have.



Historically we have a pledged amount and we predict the unpledged amount. The formula we use is the “pledge to budget ratio” which predicts for every dollar pledged, how much are we actually going to receive in general giving. This is the largest variable in our general ministry budget.

### Pledge / Giving History

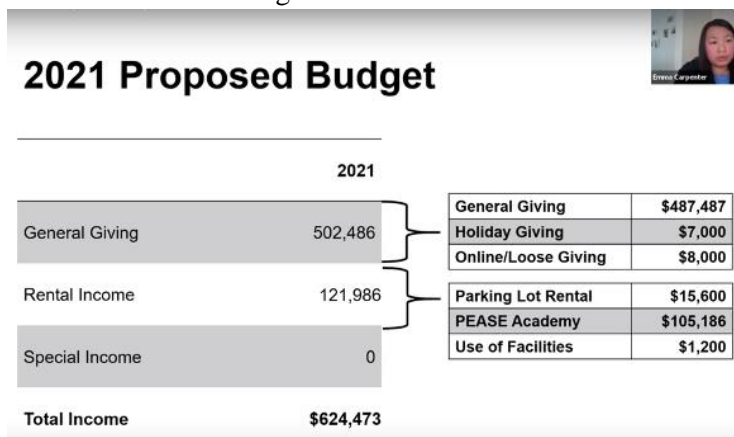
Year	Pledge	% Increase / (Decrease)	General Giving	% Increase / (Decrease)
2021	408,526	1.55	*502,492	
2020	402,295	8.59	503,839	4.60
2019	370,460	6.76	481,700	3.65
2018	346,995	14.01	464,718	7.30
2017	304,364	6.34	433,100	4.80
2016	286,219	3.58	413,250	-1.61
2015	276,328		420,000	

*\*pledge to budget ratio of 1.23*

To figure this ratio out, we look at our historical activity. Our pledged amount has increased each year. The amount between pledged and actually given is getting smaller each year. Therefore, the pledged to budget ratio needs to get smaller each year.

Last year the pledged to budget amount was 1.25. For 2021 Emma proposes a pledge budget ratio of 1.23, which would give us a general giving amount of \$502,492. This is conservative yet realistic and would meet all of our expense needs.

So the 2021 budget income would be the following:



2021	
General Giving	502,486
Rental Income	121,986
Special Income	0
<b>Total Income</b>	<b>\$624,473</b>

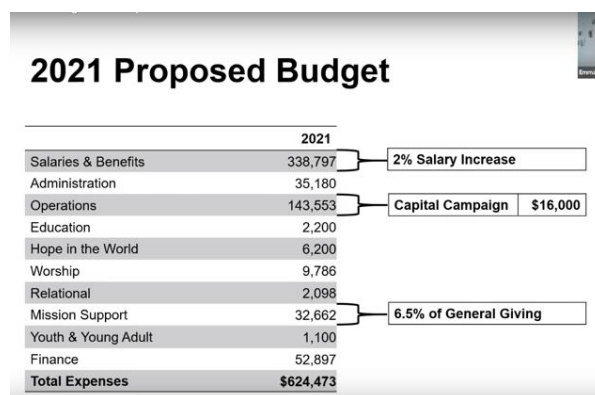
  

General Giving	\$487,487
Holiday Giving	\$7,000
Online/Loose Giving	\$8,000
Parking Lot Rental	\$15,600
PEASE Academy	\$105,186
Use of Facilities	\$1,200

A question was asked at the February 14<sup>th</sup> Sunday forum about if we would be applying for the second round of PPP funds”

Answer: We do not qualify for those this time.

For the expense side of the budget, Emma goes through what our expenses will likely be in 2021. This gives us a proposed balanced budget.



2021	
Salaries & Benefits	338,797
Administration	35,180
Operations	143,553
Education	2,200
Hope in the World	6,200
Worship	9,786
Relational	2,098
Mission Support	32,662
Youth & Young Adult	1,100
Finance	52,897
<b>Total Expenses</b>	<b>\$624,473</b>

2% Salary Increase	
Capital Campaign	\$16,000
6.5% of General Giving	

**Motion #4:** The motion is to approve the 2021 proposed budget presented by treasurer Emma Carpenter. The motion is made by Joan Campbell and seconded by John Beane.

#### Discussion:

Cindi Ganzkow-Wold: Thank you to the leadership team for having a 2% salary raise for staff

Marty Lewis-Hunstiger – She states that there are people who want our benevolences to be 10%. Marty points out that 6.5% is only part of the giving that goes out.

Matthew Fry asks for clarification of the Mission support line which is 6.5% of the giving. He believes that mission support is just the money going to the Synod and the wider ELCA. Is that correct?

Answer: Yes

James Flaten asks how Nick Tangen leaving will impact the budget?

Answer: It will impact the budget. We may need to hire two people to replace Nick, one for community Liaison and one for education. Until we hire those people, we won't be paying anyone.

Ruth Hedman asks if two people replace Nick, would they be part time employees?

Answer: Probably

*The motion is passed by majority of 56 hands raised.*

### Message from Pastor Jen Nagel

Pastor Jen thanks the leaders and the entire congregation. She finds many blessings during this time.

As we think about filling Nick's position we don't have to fill it immediately. We can think about what does our congregation need now and in the future?

Pastor Jen mentions there are many other groups that haven't been listed and therefore, don't get the recognition but that we are still grateful for.

### Recognition of outgoing board members and other congregational leaders - Tim Abrahamson

Tim calls out and thanks those that are leaving posts of leadership:

Carol Flaten, past president

John Beane, Relational Ministries liaison

Merrill Morse, Trust Fund Chair

John Pignatello, leadership of Facilities

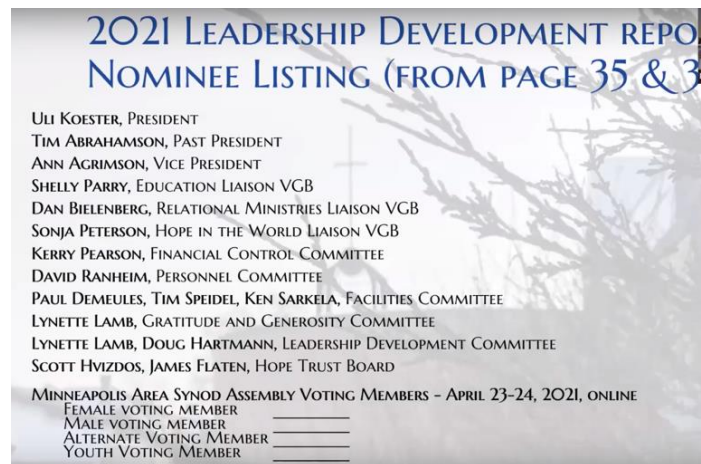
Bill Sanden, Financial Controls Committee

Ann Wagner, Gratitude & Generosity

### 2021 Leadership Development report and election of new officers – Doug Hartmann

Thank you to the Leadership Development Committee: Lynette Lamb and Paul Odenbach

The following is a list of nominations:



For the Minneapolis Area Synod Assembly, those who put their name forward last year were unable to go because it was canceled. Those people are Sonja Peterson, Tim Hopkins, and Yesenia Morales Bahena. If they are open to going this year, their names will be re-added to the list. The youth member position is left open, with the possibility of being filled later. These names are added without objection.

**Motion #5:** A motion to accept the slate of candidates as presented

Motion is moved by Donna Neste and seconded by Sheila Hougen.

There is no discussion.

The motion is passed by a majority of 68 hands raised.

### Recognition of staff - Tim Abrahamson

Tim thanks the phenomenal, talented staff who went above and beyond and led us virtually during this pandemic. This year those staff are Kari, Nathan, Nick, Zach, Geremew, Gus, Gayle, Fariba, Haruka, Pastor Barbara, and Pastor Jen.

### Passing of the gavel – Tim Abrahamson passes the gavel virtually to Uli Koester.

Uli Koester adjourns the meeting. The meeting adjourns at 1:07pm. Notes taken by Ann Agrimson

# University Lutheran Church of Hope

## Congregational Meeting, February 13, 2022

### Proposed Rules of the Meeting

1. **Robert's Rules of Order** – The 12<sup>th</sup> edition of Robert's Rules of Order shall govern the meeting, except as particular matters are set out in these Rules for the Meeting.
2. **Voting** – Only members of the congregation are entitled to speak and vote at congregational meetings. Voting during a meeting on Zoom is more challenging than usual. We will use the following options for voting: A. When the presiding officer calls for a vote, use the “Raise your hand” feature on Zoom or physically raise your hand on the screen and wait for it to be noted. B. For those in a household with more than one voting member present on the same device, the additional person (people) should add their vote (yes, no, abstain) in the chat line. C. For those unable to use the raise hand or chat features, please call a vote teller at this phone number 612-214-6446 or the number provided.
3. **Quorum** – The ULCH Constitution does not specify a particular number of members or percentage of the congregation necessary for a quorum.
4. **Speaking during discussion** – A. Each speaker on any matter is requested to keep their remarks brief and to the point. If necessary to keep the meeting moving along, the presiding officer may request any speaker to wrap up their remarks. B. Speakers for and against the question on the floor shall be recognized alternately. Each speaker shall be required to say their name and whether they rise to speak for or against the question before making other remarks. No more than two consecutive speakers to the same view shall be recognized without a speaker of the opposite view.
5. **Time Frame for the meeting** – A. In order to assure that all business is able to be concluded within a reasonable time period, the presiding officer has assigned specific time periods to the various agenda items. It is within the discretion of the presiding officer to expand or constrict these time frames as they see fit. B. In order to extend debate on a question after the presiding officer has declared debate ended, a voting member must move to extend debate for a specific number of minutes, which motion must be seconded and then adopted by a two-thirds majority of voting members present. This motion is not debatable. C. In order to cut off debate on a particular question, a voting member must move to “call the question.” This motion must be seconded and then adopted by a two-thirds majority of voting members present. This motion is not debatable.



# President's Report

Let's just get it out there. This was not an easy year. From beginning to end, our congregation took one hit after another:

- COVID kept us from worshipping in-person worship until June.
- Countless delays pushed our solar project back month after month.
- Many of us felt isolated, perhaps even abandoned, for big parts of the year.
- Abruptly in March, our multi-talented outreach and faith formation minister Nick Tangen left.
- Four months later, Zach Busch, our amazingly gifted and innovative cantor, moved on as well.
- After some recovery time in the fall, the Omicron variant arrived as an unwanted Christmas present.

How did all this happen, yet we end the year with a budget surplus, a staff renewed in energy and numbers, and active volunteer leadership as strong as ever? There are some easy answers: Our members suffered less financially than others when the economy dipped; recently retired folks committed enormous time and energy; many of us enjoy privileges that shielded us from the worst of the pandemic.

That doesn't explain it all, though.

The biggest reason, I believe, is that as a community, we stayed together. In a year when everyone had their opinions on epidemiology, we respected each other's differences and agreed on safe compromises. We grieved losses, yet looked with hope on the talents around us. Knowing what isolation feels like, we reached out to others in need of comfort.

Great thanks go to the many leaders at all levels who decided in their hearts that they would give their all for this church this year. This allowed the Vision & Governance Board to step away from the daily challenges and consider broader issues:

- (1) In the spring, we spent two meetings in workshops and reimagined the church's Vision Goals.
- (2) During a two-day retreat in early November, we created a thorough list of short- and long-term action items based on these goals. We have since taken several steps to turn these ideas into reality.

I want to specifically highlight three members who are leaving the Vision & Governance Board. Emma Carpenter for four years has crafted and then overseen our church financials, keeping the church on safe footing; Brady Wilmer was liaison for Youth and Young Adults, while taking on many other leadership roles; Tim Abrahamson served as president during the worst of COVID in 2020, and yet kept the solar project moving along and worked on innumerable tasks.

Finally, it is with the greatest respect that I complete a year of working closely with Jen Nagel, our Senior Pastor. So many voices to listen to, and always she takes the time. So many difficult decisions, but she makes them and gently explains why. So many of us are facing hard times, but she is there for everyone. We all helped to keep our community together, but certainly we could not have done it without her.

Thank you for allowing me to lead as President for a year. It's been humbling and fulfilling.

Uli Koester, President of the Congregation

# Pastor Jen Nagel, Lead Pastor

*“But now thus says the LORD, who created you, O Jacob, who formed you, O Israel:  
Do not fear, for I have redeemed you; I have called you by name, you are mine.  
When you pass through the waters, I will be with you;  
and through the rivers, they shall not overwhelm you...”*  
-Isaiah 43:1-2a

These words to the people of Israel have resonated with me this year. These communities knew exile and captivity. They’d been scattered and faced destruction. The prophet reminds them for the umpteenth time of God’s promises: this same God who created you, will redeem you. Don’t be afraid, the waters won’t overwhelm you. God knows you and claims you. In the midst of our pandemic-created-exile-of-sorts, we know something of fear and overwhelm. God’s claim has taken on new meaning.

In February of 2020 we gathered for our annual meeting in Fellowship Hall, greeting one another, talking over a shared meal, leaning in. It was just weeks later that everything changed. In February 2021, when annual meeting time rolled around, we were still worshipping online and the meeting in 2021 was held over Zoom. Now in February 2022, much has changed and yet COVID lingers, surging and easing. This year again we gather for Annual Meeting via Zoom. I offer this report with a trust in God’s promises for us during this long, long season.

Annual reports offer a record of the year past, a glimpse forward, a snapshot in time. Again this year I have set my annual report alongside our vision goals. As we began to emerge from COVID in the spring of 2021, we recommitted to our mission and renewed our Vision Goals, calling them *Opening Our Life Together*. In this vision, we kept the main tenets and adjusted details. I encourage you to review these renewed goals on page 4. Obviously this year wasn’t ministry as usual, and yet as I reflect, much resonates. I offer this report using the goals as a structure for my reflections, starting with our worship life.

**Fuel authentic worship and deepen spirituality.** Worship is at the center of our community life. Our services (Sundays, some evenings) took place online only through the first half of 2021. Early on in the pandemic we made the critical decision to continue worship live, rather than recording our services. Through mid-May, we used Zoom, and also livestreamed the Zoom to YouTube. Zoom, for all its pitfalls, allowed us to engage more people in worship leadership and participation. We were able to “see” one another on a regular basis. The energy and authenticity of doing things live—bumbles, awkward moments, and all—carried us through our weariness. As a worship leader I felt like I was with you, preaching, presiding, and praying. Seeing each other’s tears and smiles, fears, and hopes, we shared in a real presence that has sustained me more than you will ever know.

On Pentecost Sunday, May 23<sup>rd</sup> we gathered for the first time outdoors on the flatter and more spacious west parking lot. What a Spirited moment that was! Masks and distance and all, many joined in and many worked together to make it happen. The Opening Doors Capital Campaign funded worship enhancements that allowed us to make services hybrid: in-person (outdoors or sanctuary), Zoom, YouTube. Through the summer we alternated some weeks outdoors with Zoom/YouTube, some weeks just Zoom/YouTube. With so much to learn, this allowed us a saner routine. Key volunteers like Matt Fry anchored us, along with a team of volunteers teaching one another week by week how to do wonders. In the late summer we hired two Worship Tech Support staff, Seth Strudthoff and Nick Peterson, who now alternate weeks and team up with volunteers. On September 12<sup>th</sup> we returned to in-person worship in the Sanctuary and continue to use Zoom/YouTube for many who opt to worship from home. Through the fall and early winter our COVID caution has evolved but always includes

basics like distance and masks (with singing), and adjustments for the choir, sharing the peace, and Holy Communion. To our knowledge we have had no COVID outbreak due to our careful gatherings.

This year we've welcomed five new members, experienced many baptisms, celebrated milestones, and the marked the passing of beloved ones. My deep thanks to Minister of Worship and Music, Zach Busch, for leading us creatively through these years. In August we said goodbye to Zach as he moved to be closer to family and accept a position in Madison. A big thanks to Scott Rohr for stepping in during the interim to lead the choir, create bulletins, and play every other week. What a gift to have the choir singing again! Thanks also to gifted Hope members Ben Larson, Tim Gustafson, and the ULCHers who took on additional leadership from August through the arrival of our new Minister of Worship and Music, Robert Ragoonanan, in January 2022.

**Embrace all persons throughout their life journey in a community of love, respect and acceptance.** As a pastor, I love witnessing you engaging one another. During these times of greater distance, this engagement has shifted (Zoom, outdoor visits and gatherings, careful gatherings indoors, notes and phone calls), and yet I still love these interactions: fellowship breakout rooms on Zoom after worship; crafters and quilters; the Hope Diamonds Senior group meeting in the courtyard and catching up after such a long time apart; Compassion Care and Friendly Visitor interactions; Sunday Forums; Hope Connections small groups; Bible and Brew; a Women's Retreat online; outdoor rec opportunities like paddling, camping, biking, hiking; Gloria Circle and Dorcas Circle; Bible Studies; Camp Amnicon; monthly outdoor family gatherings; youth group; men's group; Sunday School on Zoom or on the patio; the south transept in our sanctuary with tables for families to worship and still keep distance (remember that some of these families include those who are unvaccinated); bereavement notes; great involvement in the December intergenerational Lessons and Carols service; and more.

For some segments of the Hope community, this season of exile has drawn people closer: though fatigued, Zoom worked, and finally we emerged and savored the summer and opportunities to be together. For some others the experiences has felt quite different. Some lacked technology or internet. For some younger adults (and older adults) Zoom and online never felt quite right for church. For families and those unvaccinated this has presented unique struggles. Reminiscent of the whole-congregational phone calling in 2020, in 2021 Ann Agrimson and Kathy Kufus organized another amazing team for Gathering the Flock, an additional outreach to a smaller subset of the community. In early 2021 we prayed Godspeed to the multi-talented and spirited Nick Tangen, our Minister of Faith in Community, as he moved to a new opportunity at the synod office. In September we welcomed the energy and warmth of Morgan Strudthoff as our Minister of Faith Formation. Focusing on care and nurture, Pastor Barbara Johnson is such a trusted and gifted colleague. As 2021 concluded Pastor Barbara announced her retirement in spring of 2022 and we formed a Call Committee.

**Cultivate deep roots in our neighborhood and the University community, by actively making our walls porous.** I'm thankful that over these last years our neighborhood commitments have grown in depth thanks to the work of Nick Tangen, the Riverside Innovation Hub (RIH) Team, other members, and our new Minister of Community Engagement Elise Carlson who began in September. These strong roots have helped us nimbly show up (sometimes in person, sometimes virtually) through 2021. It was a joy to see pizza and bread baking happening, the new Garden of Eatin' flourish, lots of outdoor worship and gatherings, the energy of building the solar canopy (nearing completion-thank you Tim Abrahamson and Stewart Herman!), and a modified Welcome Back Students event. With neighborhood collaborations we've gained resources and skill in supporting our unsheltered neighbors. The layers of complexity around issues of race, immigration, sanctuary, addiction, mental health, food insecurity and climate are part of our community's fabric and learning. I'm grateful for the groups that keep us engaged in all of this like our Racial Justice Team, our Sanctuary and Immigration Team, the University Area Sanctuary Coalition, Accompanying Food Insecure Neighbors in Greater Dinkytown, Beacon Interfaith Housing, Mental Health Connect (MHC), ISAIAH community organizing, and Every

Meal. I'm also grateful for the work of Lutheran Campus Ministry-Twin Cities and our strong partnership with Pastor Kate Reuer-Welton. Thanks to Tim Gustafson who continues to serve on the LCM-TC Board.

**Facilities and Leadership.** I'm grateful for the wisdom and expertise that Carol Flaten continues to bring to our COVID-19 response. Our COVID-19 Preparedness Plan has been updated throughout 2021 and continues to guide the safe use of our facility and the gathering of our community. Our facility still offers a base for P.E.A.S.E. Academy and some other groups and neighbors, but use has been much decreased. Craig Nelson, Bob Paschke, and the Facilities Team have faithfully stewarded our building and grounds with labors large and small. In 2021 we began a new capital campaign, Opening Doors, that runs February 2021-January 2024. Thanks to Mark Nelson, Karen Westwood, and the campaign team for inspiring us. The Gratitude and Generosity Team focuses on the annual ministry fund and year-round stewardship. The Trust Board stewards our endowment and the awarding of grant funds for ministry near and far. Thanks to each of you for supporting these campaigns and funds.

We at Hope are blessed by a dedicated staff. As I've noted already, 2021 has been a year of staffing changes. The Personnel Committee and multiple search teams worked hard-thanks to Tim Abrahamson and Becky Halvorson (a wonder in organizing searches)! I'm thankful for the stability in our administration and facilities area. Thanks to: Nathan Obrestad, our Church Administrator (30 hours/week) for keeping us organized and for sharing his gifts in the area of technology; Kari Olson, our Financial Administrator (12 hours per week plus more at year end) for continuing to support our financial work; and Geremew Beshah, our Custodian (full-time) for faithfully and hospitably keeping us safe and clean.

Uli Koester served as our Congregational President in 2021. In this role we work closely and I am so thankful for Uli's wise leadership and partnership. Emma Carpenter concludes two terms as Congregational Treasurer. It's a joy to witness Emma's skill and wisdom in this role. My thanks to the whole Vision and Governance Board for their steady leadership and faithful service. This year we've been blessed again by seminary students in our midst: Pastoral Intern Emily Brown joined us in June 2021 as part of the two year M.DivX Internship through Luther Seminary; Chantal Branker and Morgan Strudthoff are both doing Christian Public Leadership (CPL) at Hope; Hannah Sackett is part of our community; and member Yesenia Morales Bahena continues as an M.Div. student at Wartburg Theological Seminary in Iowa. It's a gift to support these leaders in their ministry studies and I continue to be energized by these relationships.

My days are filled with conversations, worship, pastoral care, administration, planning, meetings, supervision of students and staff, teaching, justice work, and ministry on your behalf with the wider community. I'm active in Minneapolis Area Synod and on a number of committees, including the Board of Regents for Concordia College in Moorhead. This year I've worked from home and from church. Like many working parents, this means juggling church responsibilities and family commitments, like distance learning, all at once. Thank you for your patience in these trying times, and for your care and prayers for me and for my family.

Gratefully,  
Rev. Jen Nagel, Lead Pastor

# Pastor Barbara Johnson, Care and Nurture

*"Therefore, since we are surrounded by so great a cloud of witnesses, let us also lay aside every weight and the sin that clings so closely, and let us run with perseverance the race that is set before us." -Hebrews 12:1*

I wonder about the danger, the hardship and brutality that people faced during the time when Hebrews was written (60-70 BCE). A few decades after Jesus' death and resurrection, there were riots, rebellions, murders, famine, and war. The author of Hebrews understood it was difficult to hold fast to one's faith under the weight of all of that. As readers today, we might recall the strength, tenacity and the spirituality of our own ancestors who make up the cloud of witnesses who surround us. These last two years have been a difficult time in our world and in our lives. We have important work to do as we seek to offer care and support to one another, and pay attention to our own self-care while we're at it. With the help of God, we will, in our own way, make every effort to "run with perseverance the race that is set before us."

## **The CARE AND NURTURE MINISTRY umbrella includes the following:**

**Bereavement Ministry** was newly organized at ULCH and launched in March 2021. The mission of this ministry is to reach out to members and friends of the congregation who have been bereaved, with one or more hand-written notes during the first year after a loved one has died, sharing words of comfort, on behalf of the congregation. Lisa Morse is the Bereavement Ministry Coordinator. Lisa and 8 more card writers contribute to this effort including Marty Lewis-Hunstiger, Kathy Kufus, Pat Frolen, Deb Bordsen, Karen Westwood, Jan Sanden, Rebecca Tetlie. Within the first nine months, the Bereavement Team had written and sent 66 cards to people in 54 households. Volunteers who could devote a few minutes to write a caring note, will receive a collection of bereavement cards, beautifully designed for this purpose and guidance on how the program works. If you can lend support to this meaningful ministry or have questions, contact Lisa Morse 651-332-3920 or email [ulch.bmt@gmail.com](mailto:ulch.bmt@gmail.com)

**Compassion Care** ministers are empathetic listeners who offer support for a person experiencing grief, trauma, depression or other kinds of distress. In 2021, twelve people from Hope attended a series of 8 class sessions (Zoom) of instruction to prepare them to offer compassionate care to those in need of a confidential listener. They continue to meet monthly with the pastor and CC leaders to deepen their learning and share their experience. Leaders are Muffi Abrahamson, Ann Agrimson and Karen Jorstad.

**Friendly Visitors** bring casual conversation over the phone, through a window screen, or outdoors in the fresh air, or indoors in-person when it's safe to do so. Members who stay at home or live in assisted-living or a care center are uplifted by the connection with another member of Hope. The Friendly Visitor Coordinator is Rosalie Eldevik with assistance from Brian McCaffrey and Sara Tufvesson-Doure. Friendly Visitors assisted in delivery of poinsettias in Advent and a special delivery of Thanksgiving and Christmas meals prepared by Becky Halvorson and her crew. In addition, Ann Rolle prepared birthday cards on behalf of the congregation, and sent them to those who are 80 and older. The congregation is also invited to send individual cards to those on our Birthday list. During Holy Week, Kathy Knudson and Pat Lindquist sent out Easter cards illustrated with a special painting by Jack Dant, to people who had been on our prayer list in the previous year.

**Pastoral Visits** by Pastor Barbara and Pastor Jen, when safely possible, are offered to members and friends who are hospitalized, homebound or in a care center.

**Healing Prayer** The pastors, staff members and a few others at Hope are available to respond to individual prayer requests for healing and renewal. One to one prayer requests may take place on the phone, via email, written into the Zoom chat line on Sundays or in person at the church.

**Communion Visitors** The pastors provide instruction to lay persons who may serve as a home communion visitor. The communion elements (bread, wine/juice) are consecrated on the altar on Sunday mornings and then taken out from the table to persons who are not able to come to church.

Rev. Barbara Johnson, Pastor for Care and Nurture

# Bishop Ann Svennungsen, Bishop's Report for 2021

God's grace, peace, and hope be with you through our Savior, Jesus Christ. I begin by sharing my profound gratitude to you – for your faithfulness, perseverance, and compassion revealed in countless ways during this global pandemic, now nearing the start of its third year.

As I reflect on the ministry of our synod in 2021, I am surprised to discover a number of “firsts” – something I did not expect in a pandemic year. In 2021:

- We received an unprecedented \$285,000 gift to provide educational debt relief to synod rostered leaders who are Black, Indigenous, and People of Color (BIPOC). Currently, 12 percent of rostered leaders serving synod congregations are BIPOC, a sign of growth which will be strengthened by this gift.
- With our first ever million-dollar grant from the Lilly Endowment, we called Nick Tangen and Maya Bryant to lead our [Faith and Neighboring Practices](#) program, currently working with 13 congregations.
- In October, we set a goal to **raise \$500,000 in three months** to partner with our global companion synod in launching the first ever [Lutheran University in Nigeria](#). As of this writing, we have \$298,000 in gifts, \$56,000 in pledges, and are awaiting word about a significant gift from the ELCA World Hunger Program!
- We rejoiced with Alleluia! Lutheran Church in St. Michael as they dedicated their brand-new church building. We have celebrated many remodeling projects in our synod, this was the first completely new structure built in more than ten years.
- We welcomed Holy Cross Lutheran Church, originally a Missouri Synod congregation, into the synod.
- Led by VP Felecia Boone and Eric Howard, a task force has been working to apply a racial equity lens to the way our synod distributes funds and utilizes resources.
- We helped launch the [Center for Leadership and Neighborhood Engagement](#) (CLNE) led by Rev. Kelly Chatman. CLNE convened a virtual prayer tent for 77 straight days during the trial of Derek Chauvin. Now, they host “Come Together,” a virtual conversation on the third Thursday evening of each month.
- We held our first [Zoom Synod Assembly](#) with speakers Dr. Drew Hart and Michael Osterholm; offered our first online [Tool Kit](#) (to be expanded in 2022); and provided four online worship services to provide respite and build unity across the synod.
- Listening to the weariness of our rostered leaders, we canceled Bishop's Theological Conference for the first time and organized the whole staff in a caring process for our leaders, “Tending Weary Souls.”
- We are preparing to host the [ELCA Youth Gathering](#) – the first ever held in Minneapolis, July 21-28, 2022.

Though a list of “firsts” can make for an interesting annual report, the ministries that continue day-in and day-out are the work that sustains. We are blessed with over 675 rostered leaders, 307 serving in calls and 370 retired or without call. In 2021, we supported 57 persons preparing to become deacons or pastors. We work hard so the church has the loving, faithful, and theologically well-formed ministers it needs.

Our monthly conference meetings and other synod gatherings continue to reveal a real hunger for leaders to stay connected and discern best practices for ministry in these times. We are honored and humbled by our calling to serve as convener of such holy conversations.

It is the generosity of congregations like yours that make the synod's work possible. Thank you! We seek to be careful stewards of every gift.

A year of firsts. More importantly, we gather around the unique, first-ever, Word made flesh – the Christmas miracle of God becoming human for us and our salvation. And even more, this Word made flesh abides with us – through all our firsts and lasts and everything in between.

With a grateful heart, Bishop Ann Svennungsen, Minneapolis Area Synod



# Internship and Internship Committee

In June 2021, we welcomed Luther seminarian Emily Brown as an M.DivX intern. M.DivX is a newer and experimental program of Luther Seminary, designed to make seminary education more compact and intensive. This is a two-year internship during which Emily is also taking classes and doing Clinical Pastoral Education (CPE). The learning in each of these settings compliments the others. Much of the time Emily is in the congregational context part-time, though sometimes there are full-time weeks, and occasional times during intensive classes when she is away. Pastor Jen serves as Emily's internship supervisor. Emily is accompanied through these two years by an internship committee chaired by Ann Lee and including Claire Seitzinger, Gretchen Peik, Jim Gamble, Melissa Odenbach, and Bruce Eldevik.

Ann Lee, Internship Committee Chair

## Lutheran Campus Ministry

Lutheran Campus Ministry-Twin Cities continues to celebrate our partnership with University Lutheran Church of Hope and is glad for our collective ministry to students, faculty, and staff at the U. I, personally, have missed being present with you all in formal and informal ways. Alas. I remain encouraged by our relationship, and am deeply grateful for the many ways this partnership will ensure a stable, healthy and vibrant ministry for many years to come. 2021 certainly brought significant challenges to our ministry, and in the midst of them I was reminded, again, of the gift of being in relationship with you, people of Hope, and the steadiness your intergenerational presence provides on campus.

Some things to note from our ministry over the past year:

- It remains our pleasure to work so closely with staff at Hope. We are particularly grateful to you, people of Hope, for so generously welcoming us into your outdoor space for retreats, leadership gatherings, small groups and bonfires ~ especially last Spring as we discovered the beauty and challenges of Hybrid ministry. Your space makes vibrant ministry possible. THANK YOU!
- Our ministry this Fall has focused on doing a few things, doing them with depth and with a clear sense of commitment. This allowed us to focus in, to get to know one another in person, and extend clear invitations to people who are new to our community. We are now discerning if this clarity of focus will be the hallmark of our ministry, or if we'll return to a more program heavy ministry as we were pre-pandemic.
- We returned with just 10 servant leaders in the Fall of this year, a testament to the difficulty of connecting with people online and the general exhaustion of people. And still, our student leadership development work shone as students continued to bear witness to the warmth and welcome of Christ, with creativity, courage, and compassion.
- Through the strategic, hard outreach work of staff and servant leaders in the summer, we were able to welcome many new students into our community this year. I remain curious about their general sense of grounded-ness, gratitude, and presence in the moment – which is a shift from my experience of first year students, particularly. I continue to wonder how this pandemic is shaping people, and learning with and from them is a great delight.
- Our worship has grown to 35 people this Fall from a significant dip last Spring. We are so grateful to be worshipping, in person, together. We also celebrate hosting our annual Fall Retreat at Heartwood Retreat Center for a healthy group of students. We also celebrate the robust participation in 2 staff led bible studies, this first which is open to all and focuses on big questions; and the second which is closed to students identifying as Queer and creates a space for healing, learning and growing in relationship to scripture for students in attendance.
- In the midst of a pandemic, we sent 12 seniors, many of whom had 4 years of involvement with LCM, out into the world. Their vocations led them to law school and med school; to farming internships and

the National Institutes of Health; to communications firms in Washington, DC and PhD programs. This sending is one of the hardest and most beautiful things I do. It was particularly challenging this year.

- We celebrate a board of directors which grows stronger every year. A special thanks to Hope member Tim Gustafson for serving in this capacity!

Our ministry continues to face the real challenges of significant student transition and shifting energy in our community, but through the grace of God, the accompaniment of this congregation, and a lot of hard work, we are continuing to thrive – albeit in new and ever-changing ways. We look forward to continuing this important work together. Thank you for everything,

Pastor Kate Reuer Welton, on behalf of Lutheran Campus Ministry-Twin Cities' Board of Directors

## Liaison Reports

### Education

What a year 2021 was, especially for the Education portion at University Lutheran Church of Hope! In early March 2021, we said goodbye to our Minister of Faith in Community, Nick Tangen. The Children's Ministry Team kept up with online Sunday School and regular outdoor gatherings for families throughout 2021. These have been some of the most successful aspects of the year. This year, the kids dove into so many themes to help expand the lives of themselves and their families.

Morgan Strudthoff started in September and reviewed the adventures that the Children's Ministry Team and the children went through in 2021. Families went to Camp Amnicon to explore the wilderness and enjoy outside comfort zones. We offered a Zoom/hybrid Sunday School after a family survey showed how the Children Ministry Team could best help families in uncertain times. More and more families were able to come to outdoor worship which became an exciting opportunity to continue. During Advent we made bags for families so church could be done through crafts at home. We have a very crafty bunch!

Our Children's Ministry Team includes Ann Beane, Shelly Parry, Rosalie Eldevik, Paige Whitney, Andy Rapacz, and Ruth Hedman. This group of people is quite dedicated to the lives of children and others, for we understand we are always growing and thriving through the love of community and through the Spirit!

**Sunday Forums** continue to provide experiences that challenge, inform, and inspire our members. Recent topics have included wellness in the face of the COVID pandemic, partnering with and supporting our neighbors in Dinkytown, examining the future of policing in Minneapolis, learning about the ELCA's statement on government and civic obligation, looking at art and music of the Advent and Christmas seasons, and many others. We also continue to hear about members' faith journeys through **Stories of Hope**, as well as regularly address our commitment to racial justice through various forums on that topic. In 2021 we moved from offering forums via Zoom to adding an in-person option (first outdoor, then indoor). We have also been able to video-record most forums and have them available through links in the **Thursday Epistle**. Special thanks to Rebecca Tetlie for navigating us through all these tech changes! We are always open and eager to hear about topics that you would like our forums to cover. Feel free to send your ideas to any of the members of the planning team: Nan Knutsen, Karen Jorstad, Alden Tetlie, Diane Greve, Lynette Lamb, Ann Rolle, and Brian McCaffrey.

Morgan Strudthoff, Minister of Faith Formation  
Shelly Parry, Education Ministry Liaison  
Nan Knutsen, Sunday Forum Chair

# Hope in the World

*But let justice roll down like waters, and righteousness like an ever-flowing stream. -Amos 5:24*

**HOPE IN THE WORLD** provides ways that Hope members can actively **share God's love beyond our walls and throughout the world** – locally, statewide, nationally, and internationally. Hope in the World partners with other communities and organizations to help address homelessness, poverty, hunger, racism, injustice, and environmental damage, and to provide welcome and hospitality to our neighbors and the campus community, and promote sustainable environmental practices.

## **Affordable Housing/Unsheltered Neighbors**

The pandemic continued to amplify challenges faced by our neighbors without shelter. Thus, in 2021, Hope members gathered hats, gloves, mittens, hygiene items, food, and gift cards for neighbors in need and have been distributing the items over the year. Hope partnered with Accompanying Unsheltered Neighbors, a coalition of neighborhood organizations and churches, to organize quarterly Drop-In Days in which those facing housing insecurity could come for showers, food, and supplies.

## **Every Meal (formerly called The Sheridan Story)**

**More than 300,000 children in Minnesota live with food insecurity.** Every Meal fills the gaps in food access that children face during weekends, summers, and extended breaks. With this high need for food comes an urgent need for volunteers to pack the meal bags. In 2021, Hope volunteers helped pack sacks of non-perishable food for students at the Every Meal warehouse in Roseville. Hope's youth and children also raised funds for the program during *Noisy Offerings*. Kathy Kufus coordinates Hope volunteers who deliver Every Meal food sacks to children at Marcy Open School one to two times per month.

## **Global Mission**

The Minneapolis Area Synod is partnering in fundraising with Lutheran Church of Christ in Nigeria to build a Lutheran university in Demsa, Nigeria. In 2021, the ULCH Board invited our members to match donations to Lutheran University Nigeria with the help of the Johnson World Mission Fund. The congregation donations and the Johnson funds came to a contribution of \$9227. We prayed for our ministry partners in Jos, Nigeria at St. Peter's Lutheran Church, and the young women in Nigeria who still await release, including Lydia. ULCH also continued to support Bread for the World in its letter writing campaign urging Congress to end hunger by increasing funding for global nutrition programs.

## **Intercultural Development Inventory**

In January 2021, the ULCH Vision and Governance Board, current staff, and Racial Justice Team took the Intercultural Development Inventory ("IDI"). The IDI assesses our intercultural humility/competence, i.e., the capability to shift our cultural perspective and appropriately adapt behavior to cultural differences and commonalities. It also provided us with individual and group reports and plans to help develop our cultural humility/competence. The ULCH IDI team received training and one-on-one coaching by certified IDI trainers in early 2021. Throughout 2021, the Board, staff and Racial Justice Team have been using their individual and group IDI reports to help enhance their individual and group intercultural humility/competency.

## **Neighborhood and Campus**

In September 2021, we held a scaled-down version of our Welcome Back Students event, providing students and the ULCH community with free pizza from our wood fired oven, shared resources, a produce give away, bike give away, and plenty of good conversation. Through Gathering the Flock, we connected with student members and learned about their connections to Hope. Hope was able to connect with students who may be facing food insecurity through supplies in the Little Free Library, and a Drop-In-Day in November that offered free produce and supplies for students.

## **Racial Justice Team**

In 2021, the Racial Justice Team donated \$12,000 to 12 local BIPOC-led (Black, Indigenous, People of Color) religious and justice organizations supporting racial equity initiatives. The funds came from the *Rolling Waters Fund for Racial Justice* - a dedicated racial equity fund supported by ULCH members and others.

The Team also continued conversation at ULCH supporting racial equity by holding monthly movie viewing and discussion, and Sunday forums on racial justice issues. The Sunday forums included dialog on Policing and the proposed Minneapolis Charter Amendment, Racial Justice Housing Disparities in Minnesota, and the racial justice connections offered by the Center for Leadership and Neighborhood Engagement in Minneapolis.

## **Sanctuary and Immigration Team**

ULCH continued to work with the University Area Sanctuary Coalition to serve immigrant neighbors and work for a more just immigration system in the U.S. The team also engaged with the Minneapolis Area Synod's AMMPARO Team - leading the charge to live into the Synod's newly adopted Sanctuary Synod Resolution and fighting for immigrant rights at the Minnesota Legislature. The Team also sent dozens of Christmas cards, greetings and prayers to detained immigrants in Minnesota.

## **The Green Team**

The Hope Green Team worked hand-in-hand with the ULCH Facilities Committee to bring solar power to Hope in 2021. In the fall of 2021, we began the construction of the solar array over the roof of our education wing and parking lot, with expected solar power in early 2022. The Team also continued to participate in the Minnesota Interfaith Power & Light Climate Justice Congregational Certificate Program.

Sonja Peterson, Hope In The World Liaison  
Elise Carlson, Minister of Community Engagement

# **Relational Ministries**

## **Introduction**

Relational Ministries includes the many and varied small groups and ministries that build and nurture our connections with one another. It is inspiring to see how, even with the COVID constraints of 2021, people continued to find ways to love and encourage one another, to serve, and to simply have fun and enjoy life together in God's creation. While the ministries are varied, we see a thread of leaders who are passionate about tending the foundation of welcome and belonging we share at ULCH. The sections below highlight the joys and vision for our Relational Ministries. There are other Relational Ministries that aren't reported on here: Dorcas Circle, Gloria Circle, Hope Quilters, Mental Health Connect (MHC), and Funeral Support. These vital ministries continue to play their part in creating and maintaining loving connections between us and others.

## **Gathering the Flock (by Kathy Kufus and Ann Agrimson)**

The pandemic has created a feeling of isolation for many people. To offset this in 2020, a group of Hope members reached out by phone to all the members of our congregation. In the fall of 2021, thirteen of us reached out again, but to a smaller group of about 90. The purpose was to let them know that Hope was thinking of them.

It was delightful to reconnect with those we hadn't seen or talked to in a while! We learned that the majority of those contacted are still being very cautious and appreciated the number of options ULCH

has to attend services. We also updated contact information, made connections for future ride sharing, passed along concerns and found future volunteers. A big thank you to all who helped with making these calls: Tim Abrahamson, Deb Bordsen, Elise Carlson, Pat Frolen, Uli Koester, Ann Lee, Marty Lewis-Hunstiger, Gretchen Peik, John Pignatello, Ann Rolle, and Alden Tetlie.

### **Hope Connections (by John Beane)**

Hope Connections is a small-group Bible study ministry that brings people together to share what is going on in their lives and to discuss what the Bible has to say to those situations. In 2021 there were three Hope Connections groups meeting regularly. A curriculum team of Stewart Herman, Dan Bielenberg, Sara Tufvesson Doure, Alden Tetlie, Brian McCaffrey, and John Beane created lessons based on “Stories of Healing”. If you are interested in joining a group, please call John Beane at 651.338.4492 or email [pilgrim.beane@gmail.com](mailto:pilgrim.beane@gmail.com). The South Minneapolis group meets on the second Thursday of every month and welcomes new members. Other groups meet at other times.

### **Men’s Group (by Eric Ringham)**

Are you old enough to remember “The Little Rascals”? Me neither. But I’ve seen reruns, so I remember the formation of the “He-Man Woman-Haters Club.” I’m happy to say the Hope Men’s Group is nothing like that.

Early in the pandemic, some in our congregation expressed an interest in an online fellowship group of men. I agreed to act as a convener, attracted in part by the opportunity of an unstructured format: We weren’t to be a Bible study group, or a service group, but simply a group of friends who could look forward to getting together regularly to talk about whatever was on our minds.

We have been doing just that every two weeks for a year, now, regular as payday. Speaking for myself, it has been a comfortable, spiritual oasis in troubled times. Our attendance fluctuates between 16 and five, usually somewhere around seven or eight.

My hope for the Men’s Group in 2022 is that it will keep going for as long as it’s needed or wanted. And I hope we’ll grow! If you’re a man, or identify as a man, we’d be happy to have you join us. If you’d like to learn more, drop me a line at [eric.ringham@gmail.com](mailto:eric.ringham@gmail.com).

### **Bible and Brews (by Dan Bielenberg)**

With the departure of Nick Tangen, the Bible and Brews group recommitted to the format of monthly discussion of the week’s lectionary readings, accompanied by our favorite brews and provisions. Whether on Zoom or in person, the discussion is lively as we explore the text, different interpretations, and how it connects with our lives. We welcome new friends and drop-ins. Our group is led by a team including Claire Seitzinger, Jacob Lanthier, and Dan Bielenberg.

### **Hope Diamonds Senior Group (by Rev. Barbara Johnson)**

The core of Hope Diamonds’ in-person activities BEFORE March 2020, was to gather for a delicious noon meal with their peers and enjoy a program, presentation, or group activity. Unlike many of the small group opportunities at Hope, most of our “regulars” at Hope Diamonds do not have computers or Wi-Fi with which to attend worship online or connect with each other on Zoom or YouTube. For 2 years, they’ve continued to follow the best practices to keep themselves and others safe from COVID exposure. They are also resourceful! A few of them watched TV church services together, each in their own home, Sunday afternoons. Three people enjoyed listening to CDs of Hope services. A few connected via YouTube.

From September – December 2021, Hope Diamonds gathered together outdoors while it was warm enough. Later they met indoors. They shared a devotional time each month. They also learned to play Orff instruments, got their hands sticky making bird feeder pinecones and sang Christmas carols (fully masked). Coffee and individually wrapped treats were enjoyed. Those who participated in 2021 are



thankful for those who volunteered to provide transportation and help with events: Rosalie Eldevik, Julaine Kobiske, Lynette Lamb, Pauline Henrickson, Marty Lewis-Hunstiger, Alpha Lundquist, Gretchen Peik, Vicki Speidel, Pastors Barbara and Jen, Intern Emily Brown, and Morgan Strudthoff.

### **Bread Ministry Team (by John Bablitch)**

After a COVID-shortened schedule in 2021, we lit our wood-fired oven for artisan bread and pizza bakes five times between July and November! Did you know that ... A typical bread bake (60-70 loaves) requires about 100 volunteer hours, 50 lbs. of flour, and 14 cubic feet (1/10 of a full cord) of wood? At a typical pizza bake, the ideal oven temperature is approximately 675-700 degrees, we prepare 40+ pizzas with a variety of savory toppings, and we serve up the slices to one and all for free. On those weekends when we make artisan bread, the chunk of bread that is placed in your hands for communion comes from our brick-and-mortar oven in the parking lot – with a wood-fired baking chamber design that is centuries old.

For 2022 our goals include: upgrade our presentation on the Hope Website; streamline our volunteer staffing process; create a handbook documenting the kitchen baking prep and outdoor oven procedures; and continue building relationships in the metro area with bakers and wood-fired oven builders. Leaders on the Bread Oven Ministry Team are: John Bablitch, Bryan Kufus, Bob Dickhaus, Jake Jacobson, Alden and Rebecca Tetlie. We extend a heartfelt Thank You to the more than 50 volunteers who have participated in our bread and pizza baking events.

### **Women's Retreat (by Ann Beane and Beata Rydeen)**

The 2021 Women's Retreat was successfully held on Zoom on January 30th. The concerns of COVID-19 prevented us from meeting at Dunrovin. **And** we had wonderful turnout as we shifted to a virtual format! Eighteen participants met via Zoom the morning of January 30th. The theme of "**Roots, Shoots, and Seeds**" stimulated an exploration of our past, present, and future history using plant imagery. As with in-person retreats, there was laughter, meaningful conversation, faith exploration and the building of closer relationships.

The 2022 retreat will also be offered virtually on January 29th. This meant canceling our reservation at Dunrovin Christian Brothers Retreat Center for a second year in a row. In honor of Dunrovin's wonderful hosting of the retreat for over twenty-five years, a \$400 donation was made in the fall.

### **Prayer Shawls**

The prayer shawl ministry remained vibrant throughout the year, with an estimate of forty shawls created and distributed through the pastors, Friendly Visitors, and the Compassion Care Ministers. All are encouraged to take a shawl for yourself or for anyone who might appreciate one. The prayer shawl ministry will continue, with supplies available for anyone to make a shawl. Look for the prayer shawl rack in the hallway near the Welcome Center. Supplies can be found in the bins in the coat closet.

### **Outdoor Ministry (by Bryan Kufus)**

Our Outdoor Ministry team of six was formed in 2018 with a mission to create a sustainable volunteer led group that would create recreation opportunities at ULCH. We believe that these outdoor recreation events provide us a way to get to know each other in God's great outdoors and build our sense of community. In 2021 the recreation ministry held many events:

- A May hike at Murphy Hanrehan Park
- Our long-standing traditional camping and paddling trip on the St Croix River in June
- In July we rode bikes on the Dakota Rail Trail in Wayzata
- In August we offered paddling on White Bear Lake
- In late August we hiked at Whitetail Woods Regional Park.



Please join us for the exciting outdoor adventures planned for 2022! We look forward to more adventures similar to the ones listed above and some new twists as well. There will be events for every ability and new venues including a trip to an arboretum and opportunity to learn about the night sky. Feel free to invite your friends to join us on these adventures.

### **Craft Group (by Ann Agrimson)**

Hope's Craft Group has been active for over 10 years and was a lifeline for members during 2021. It celebrates those skills that have been passed down through the generations: knitting, crocheting, quilting, and other types of handwork. We have people who have never crafted before who want to learn and people who have been crafting for decades. And we all learn from each other. We celebrate successes and we empathize and support each other when frustrated, whether we're talking about handwork or life in general.

In the first half of this year, we met twice a month on Zoom. As the weather warmed up and COVID seemed to settle down, we still met on Zoom and also in person outside in the courtyard. Now we are back to gathering once a month and have come back to just Zoom as the pandemic flares up again.

The Craft group has had 'porous walls' for quite some time, inviting not only members, but also friends, work colleagues or those just passing by. If you would like to learn more about us or get a monthly reminder that we are meeting, please contact Ann Agrimson at [ann.agrimson@yahoo.com](mailto:ann.agrimson@yahoo.com) to get on the mailing list.

Dan Bielenberg, Relational Ministries Liaison

## **Worship and Music**

It has been another pandemic-forced and Spirit-fueled year of experimentation in our worship life.

We began the year continuing our 2020 remote worship practices. Through Lent and Easter we pondered healing and renewal, distributing aloe plants for our home worship spaces.

On May 23 we gathered for Pentecost outdoors in the west parking lot for our first in-person worship since March of 2020. Over the remainder of the summer we alternated between outdoor worship (with an online option) and online worship. In our time outdoors we engaged with our neighbors in new ways, greeting our neighbors walking through our parking lot on the way to St. Lawrence or brunch in Dinkytown. And we've wrestled with what it means to be a single community worshipping at the same time in different places and formats. That struggle and wrestling continues.

As summer turned to fall we began worshiping some weeks in the Sanctuary and other weeks in the parking lot, always offering the online spaces as well. We welcomed two part time staff members to assist with the technology on Sunday mornings. And we bid Godspeed to our Minister for Worship and Music, Zach Busch, with gratitude, sorrow, and joy as he accepted a new call closer to family.

In the fall a hiring committee for a new Minister for Worship and Music was formed and worked diligently until ULCH successfully hired Robert Ragoonanan (Bobby), whom we welcomed just after the new year. Scott Rohr, Ben Larson, and the ULCHers led our music through this transitional time.

The Hope Choir has been meeting and making music together. Sometimes this has been in person, sometimes it has been outdoors, sometimes it has been virtual. All of the time this community has been a blessing.

All year long, more members than I can name have worked to upgrade our facilities and technology to build capacity for multi-format worship. Still more members have stepped back into long standing service with Altar Guild, Ushers, Greeters, Lectors, and Assisting Ministers.

Our Christian experiment and practices continue to evolve as we learn to use our new tools and dream of how they can fuel authentic worship, deepen our work of social justice, and engage God and each other with our whole authentic selves. I don't know what the next year has in store for us, but I am confident that wherever and however we gather God is there with us, Immanuel.

Matthew Fry, Liaison for Worship & Music

## **Youth and Young Adults**

### **Youth**

In the face of the many challenges presented by the pandemic, the amazing youth and adult leadership found ways to hold meaningful youth activities throughout the year. There were many outdoor meetings full of good laughs and great conversations, sometimes with the help of campfires and heaters. During one of their gatherings, the youth made several videos that were used during the Easter services. Other activities from the year include serving pizza from the pizza oven, swimming, pumpkin painting, ice skating, and making blankets. Many thanks goes to Kit Bielenberg who has been a consistent adult leader with the youth group for some years and the youth appreciate her contributions.

This year we had two groups head to Camp Amnicon on the south shore of Lake Superior. We teamed up with youth from First Congregational and a number of friends. A younger group consisting of kids and a parent, enjoyed a Wilderness Discovery program. This group stayed onsite at the camp and enjoyed games, swimming, canoeing, campfires, Bible study, and other group activities. An older group enjoyed Amnicon for a week, beginning their time with orientation and then heading out for a multi-day canoe trip on the Flambeau River. Thanks to Paul and Melissa Odenbach for again organizing our groups and chaperoning.

Looking forward to next year, the ELCA Youth Gathering is coming to Minneapolis. This event will gather ~30,000 youth from all over the country! Our group has been putting plans together for this event throughout the year.

In the fall, we welcomed Morgan Strudthoff as our new Minister of Faith Formation. Part of her work includes working with the youth group. During her time so far, Morgan has gotten to know the youth and parents of this congregation and led numerous youth activities. She has been a wonderful addition to the group.

### **Young Adults**

Young Adults at the University Lutheran Church of Hope continue to weave themselves into the fabric of the congregation in a plethora of meaningful ways. Young adults sing in the choir, serve on the Vision and Governance Board, and work closely with nearly every ministry area. 2021 saw the hiring of several young adult staff, who bring new perspectives and energy to the congregation. The pandemic stopped many of the young adult-specific activities and events, and they continue to be slow to return. With the number of young adults involved in all church activities, there is hope more of these activities will happen in 2022.

Brady Wilmer, Youth and Young Adult Liaison  
Morgan Strudthoff, Minister of Faith Formation

# Facilities Committee

ULCH is an industrious, harmonious, dynamic, upbeat, hard-working church. It is not a small thing and it is inspiring to us all. With that said, Bob and I consider it an honor and privilege to serve on the Facilities Committee as co-chairs. A joy and calling for both of us; we heartily enjoy serving in this capacity together.

The Facilities Committee is a microcosm of the larger church. During this past year, we have seen more cooperation and hard work in handling many and diverse undertakings. Our facility is extensive and complex with many parts and pieces comprising the whole. It's a constant challenge with its vast range of ages, conditions, alterations, repairs, improvements, and upgrades. At times it can be messy. Nevertheless, our team, with the help of others in the Hope community, accomplished our mission. Notable highlights for the year include:

1. Continued patching and sealing the parking lot to extend its life.
2. New internet/ethernet service and video equipment to optimize Hope's hybrid worship services.
3. Replacement of an AC unit (library) and maintenance of the other aging mini splits.
4. Boiler maintenance, inspections, and service to maintain and optimize the heating system.
5. Establishment and execution of a treatment plan for the property's Ash trees.
6. Construction and management of the new Garden of Eatin' planters near the bread oven.
7. Addition of much needed electrical outlets in the Sanctuary.

Looking forward to 2022, besides the usual operation and maintenance items, larger goals include:

1. Replacing the aging window blinds in the P.E.A.S.E. classrooms.
2. Continuing the parking lot repair plan.
3. Exploring options and timeline for replacing the historic sanctuary doors.
4. Developing a long-term operation and maintenance plan for the new solar system.

We are grateful to all members who generously volunteered their time and skills without hesitation. Each and every one made this past year manageable and successful.

Craig Nelson and Robert Paschke, Facilities Co-chairs

Members also include: Kathy Knudson, Paul Demeules, Tim Speidel, Ken Sarkela with significant contributions from John Pignatello, Nathan Obrestad, and Tim Abrahamson

## “Opening Doors” Capital Campaign

The active portion of soliciting pledges for the Opening Doors Capital Campaign (Feb. 1, 2021 – January 30, 2024) was completed by April 1, 2021. We exceeded our goal of \$400,000 by \$40,000 and are grateful for the generosity of the congregation. 79 pledges were received and proceeds from the campaign will be used to pay down the mortgage (ongoing), improve virtual worship (already well underway), restore sanctuary entrances, and refurbish kitchen surfaces as well as distribute benevolences. In consultation with the Vision and Governance Board, the Capital Campaign Committee decided to make disbursements to charitable organizations on an annual basis rather than at the end of the three-year campaign. A survey was distributed to the membership in December 2021 and up to three recipients will be selected in January 2022 (after submission of this report) for the first round of distributions.

Total costs for the campaign came in at around \$4,500 (less than 50% of the amount the committee had allotted for expenses) and was well under what a consultant would have charged.

We encourage members to keep up with their Opening Doors pledges and to contact the church office with any questions they may have.

Mark Nelson and Karen Westwood, Opening Doors Capital Campaign Co-Chairs

## Gratitude and Generosity Committee

Despite another year of dealing with the challenges brought on by COVID 19, our team can declare the Annual Campaign of 2021 a success. This was accomplished, once again, because of the commitment and generosity of ULCH members. To plan and carry out our goals, we continued to meet throughout the year; virtually during the winter months and in person, outside, when weather permitted.

- We started the year out by clarifying the role of Gratitude and Generosity (G and G) and our working relationship with the two other financial branches supporting ULCH: the Capital Campaign and Trust Board. These three entities presented a forum in April which illustrated how each differed and worked together.
- In July the G and G Team sponsored a post-service, pizza picnic to celebrate worshipping in-person outdoors and the groundbreaking for the solar project. A dedication along with details and tours of the project were included.
- In late summer and early fall, two team members presented G and G Moments during the service to illustrate how gratitude in faith inspires generosity.
- During the month of September, the theme of “Sustaining Hope” was established for the campaign. The G and G team sponsored a Bible study to explore messages of sustaining, as found in the Bible, to assist in drafting the stewardship letter.
- In October, two friends of our team graciously agreed to share their talents again this year. Eric Ringham gave a moving stewardship sermon and Jack Dant lent his artistry to creating the beautiful imagery for the pledge cards. During this month, the stewardship letters were completed and mailed out to the congregation.
- A service in November brought the blessing of the pledges, with follow up by team members and other leaders to ensure that all intended pledges had been received.

Pledges for this campaign totaled \$428,707, which is up from \$405,687 in 2020. This represents a difference of \$23,020 or an increase of 5.7%. Households pledging this past year totaled 115 which is up 5 households from 110 in 2020.

We wish to thank the members of this community for their gracious generosity and support, which despite the financial uncertainty of the continued COVID pandemic, allowed this campaign to be extremely successful. This generosity enables God’s ministries to continue through ULCH now and into the future.

Ann Beane, Stewart Herman, Linda Herman and Beth Ubbelohde, Gratitude and Generosity Team

# Financial Controls Committee

The Financial Controls Committee works with the Executive Team to review the financial statements on an as requested basis, to do budget to actual comparison. This review is done in hopes of finding any anomalies early and determining any actions that can be taken to rectify the situation.

In 2021, we met twice with the executive team to do this review. No issues were identified.

Betty Schreuder, Chair of Financial Controls Committee

Micki Kruse and Kerry Pearson, Financial Controls Committee

# Personnel Committee

Wow! This has been a whirlwind year for Hope's Personnel Committee! Over the past two years, Hope's staffing has gone through an extensive transition requiring from the Personnel Committee much careful consideration, job description writing, forming search committees, and active seeking and hiring.

As you'll remember, in 2020 we welcomed Nathan Obrestad as Church Administrator and Kari Olsen as Financial Administrator to replace Gayle Bidne who stepped into retirement. On March 1st of 2021 Nick Tangen, our former Minister of Faith in Community, moved to a new job at the Minneapolis Area Synod. We took the opportunity to re-envision this position, and Hope's leadership and Personnel Committee determined that we should create two staff positions. In August, we welcomed Elise Carlson as Minister of Community Engagement and Morgan Strudthoff as Minister of Faith Formation.

Our staffing journey continued, as on August 8th we wished Zach Busch Godspeed as he moved to Madison, Wisconsin to take a position at Bethel Lutheran Church, fulfilling his desire to be closer to his family. We enlisted a former Minister of Worship and Music, Scott Rohr, and congregational member, Ben Larson, to fill the gap through December, for which we are deeply grateful. Meanwhile, the Personnel Committee went into overdrive and created a search committee for a new Minister of Worship and Music. After much work and consideration, we welcomed Bobby Ragoonanan to our staff in January 2022.

As ULCH began both online and in-person worship this past summer, we recognized the need for technology assistance during our worship services. In August, we hired Nick Peterson and Seth Strudthoff to facilitate our online ministry. Seth also attends to the Sunday morning opening and closing of our building.

Our custodian, Geremew Beshah, is our longest serving Hope team member. After careful deliberation we decided to terminate our long-standing service contract with Geremew's employer, ABM, and to hire Geremew as an employee of ULCH. This provides us the ability to give him a more generous benefit and compensation package while mitigating ABM's spiraling costs.

We continue to be blessed with our Lead Pastor, Jen Nagel, and our Pastor for Care and Nurture, Barbara Johnson. When we learned that Barbara will be retiring within the next months, the congregation voted in December to form a search committee to call a new Minister of Care and Nurture to fill her position, hopefully sometime in March. You can learn more about this process in the weekly Thursday Epistle.

As we begin 2022, our congregation is blessed with a strong and skillful staff to guide ULCH's important ministries. Our staff has been phenomenal in adjusting to the extraordinary circumstances of the continuing pandemic. Please thank them as they continue to work tirelessly to facilitate the ministries of Hope.

A huge thank you to the Personnel Committee—Linnea Pignatello, Becky Halvorson, David Ranheim, Uli Koester, Ann Agrimson and Pastor Jen Nagel—for their dedication and hard work throughout 2021. They have been a fabulous team, stepping up to meet the considerable challenges of this past year with a depth of thoughtful attention and care.

Tim Abrahamson, Personnel Committee Chair

# Hope Church Trust Board

## I. Grants-

Hope Church Trust grants for 2021 were distributed for the following:

a. Shobi's Table	\$1,000
b. Mental Health Connect	\$1,000
c. Plymouth Christian Youth Center Children's Gift Sale	\$1,000
d. AMEXTRA	\$2,800
e. ULCH Youth Room Furniture cushions	\$2,200
f. Gardens of Hope	\$6,689
g. Hope Choir Choral Scholar	\$3,100
h. Fellowship Hall Replacement plates	<u>\$1,500</u>
<b>Grant Total</b>	<b>\$19,289</b>

Unspent funds returned to the Trust: **\$5,477**

## II. Actions-

- a. Pursued signatory changes on investment accounts.
- b. Approved donating \$4,917, the amount remaining in the Johnson World Mission Fund, to the Minneapolis Area Synod for building a Lutheran University in Nigeria.
- c. Approved a candidate for the vacant position to be filled by election at the Annual Meeting.
- d. An Investment Subcommittee was convened to develop a plan to diversify the Trust's investments and have its portfolio more in line with the ELCA guidelines for endowments. The plan called for selling all of the Pax and most of the Domini funds and reinvesting in 9 new funds. The investment plan was presented to the Trust Board, approved, and implemented.

## III. Finances -

	<b>Year-end Value</b>	
a. Bremer Bank Checking Account	\$25,765	
b. ELCA Foundation	\$266,607	
c. ULCH Solar Loan (outstanding balance)	\$136,880	
d. Raymond James Account	\$532,983	
<b>Total Assets</b>	<b>\$962,235</b>	<b>(19% increase for 2021)</b>

Gifts, Bequests, and Memorials donated to Hope Church Trust in 2021: **\$8,885**

Norm Aaseng, Chair, Hope Church Trust

Board Members: James Flaten, Meri Hauge, Leena Haugland, Scott Hvizdos, Robyn Swenson, Lynette Lamb (resigned, July 2021)



# Leadership Development Committee

Leadership Development is the committee that serves as the nominations and recruitment committee for constitutionally mandated leadership positions in the congregation. This includes Executive Leadership roles, Vision and Governance Board members, and other select congregational committees.

The Committee met a number of times throughout the year via Zoom to develop the slate of candidates to be voted on at the February 2022 annual meeting. It was a bit of an unusual year for the committee as one of our members had to resign in the summer for personal/family reasons and a second member recused themselves in the final stages of the process in order to be considered for higher office. Given these contingencies and the tight timeline, Committee Chair Doug Hartmann worked with the Hope's Executive Committee and Lead Pastor in finalizing the nominations list. President Uli Koester and Vice President Ann Agrimson played a particularly constructive role in helping to finalize the slate.

Our nominations for the open positions that require congregational vote according to constitutional by-laws are listed below. It is another exceptionally strong list of nominations which we believe bodes well for Hope's future.

As in previous years, not everyone we approached was interested or able to accept a nomination, but all those we corresponded with thoughtfully considered the invitation to accept a leadership role in the congregation. As in previous years, we will update the committee's records about who was contacted and about their willingness to serve in future years.

Doug Hartmann, Chair, Leadership Development

## Leadership Nominations

Names in ***bold*** are nominees. \* Ending is the annual meeting held in February of that year.

### Officers

<i>Title</i>	<i>Term Length</i>	<i>Name</i>	<i>Ending*</i>	<i>Term</i>
President	1 year	Ann Agrimson	2023	N/A
Past President	1 year	Uli Koester	2023	N/A
Vice President	1 year	<b>Paul Odenbach</b>	<b>2023</b>	N/A
Treasurer	2 years, 1x re-elect	<b>Betty Schreuder</b>	<b>2024</b>	<b>Term 1</b>

**Vision and Governance Board Members-at-Large**

<i>Title</i>	<i>Term Length</i>	<i>Name</i>	<i>Ending*</i>	<i>Term</i>
Worship and Music	2 years, 1x re-elect	<b>Matt Fry</b>	<b>2024</b>	<b>Term 2</b>
Education	2 years, 1x re-elect	Shelly Parry	2023	Term 2
Youth & Young Adults	2 years, 1x re-elect	<b>Jacob Lanthier</b>	<b>2024</b>	<b>Term 1</b>
Relational Ministries	2 years, 1x re-elect	Dan Bielenberg	2023	Term 1
Hope in the World	2 years, 1x re-elect	Sonja Peterson	2023	Term 2

**Financial Controls Committee**

<i>Title</i>	<i>Term Length</i>	<i>Name</i>	<i>Ending*</i>	<i>Term</i>
Member #1	3 years, 1x re-elect	<b>Emma Carpenter</b>	<b>2025</b>	<b>Term 1</b>
Member #2	3 years, 1x re-elect	Micki Kruse	2023	Term 1
Member #3	3 years, 1x re-elect	Kerry Pearson	2024	Term 1

**Personnel Committee**

<i>Title</i>	<i>Term Length</i>	<i>Name</i>	<i>Ending*</i>	<i>Term</i>
Member #1	3 years, 1x re-elect	<b>Linnea Becerra</b>	<b>2025</b>	<b>Term 2</b>
Member #2	3 years, 1x re-elect	David Ranheim	2024	Term 2
Member #3	3 years, 1x re-elect	Becky Halvorson	2023	Term 2

**Facilities Committee**

<i>Title</i>	<i>Term Length</i>	<i>Name</i>	<i>Ending*</i>	<i>Term</i>
Member #1	3 years, 1x re-elect	Paul Demeules	2024	Term 1
Member #2	3 years, 1x re-elect	<b>Craig Nelson</b>	<b>2025</b>	<b>Term 1</b>
Member #3	3 years, 1x re-elect	Tim Spiedel	2024	Term 1
Member #4	3 years, 1x re-elect	Kathy Knudson	2023	Term 2
Member #5	3 years, 1x re-elect	Ken Sarkela	2024	Term 2

**Gratitude & Generosity**

<i>Title</i>	<i>Term Length</i>	<i>Name</i>	<i>Ending*</i>	<i>Term</i>
Member #1	3 years, 1x re-elect	<b>Linda Stewart</b>	<b>2025</b>	<b>Term 2</b>
Member #2	3 years, 1x re-elect	<b>Jay Carlson</b>	<b>2025</b>	<b>Term 1</b>
Member #3	3 years, 1x re-elect	<b>Jan Johnson</b>	<b>2025</b>	<b>Term 1</b>
Member #4	3 years, 1x re-elect	<b>Deb Strand</b>	<b>2025</b>	<b>Term 1</b>

**Leadership Development Committee**

<i>Title</i>	<i>Term Length</i>	<i>Name</i>	<i>Ending*</i>	<i>Term</i>
Member #1	2 years, 1x re-elect	Doug Hartmann	2023	Term 2
Member #2	2 years, 1x re-elect	<b>Esther Dant</b>	<b>2024</b>	<b>Term 1</b>
Member #3	2 years, 1x re-elect	<b>Paige Whitney</b>	<b>2024</b>	<b>Term 1</b>

**Trust Board**

<i>Title</i>	<i>Term Length</i>	<i>Name</i>	<i>Ending*</i>	<i>Term</i>
Member #1		Norm Aaseng	2023	Term 1
Member #2		Scott Hvizdos	2025	Term 2
Member #3	4 years, 2	<b>Meri Hauge</b>	<b>2026</b>	<b>Term 2</b>
Member #4	consecutive terms	<b>Tim Hopkins</b>	<b>2026</b>	<b>Term 1</b>
Member #5	max	Leena Haugland	2024	Term 1
Member #6		Robyn Swenson	2024	Term 1
Member #7		James Flaten	2025	Term 1

**Minneapolis Area Synod Assembly - Saturday April 30, 2022 (in-person at Central Lutheran Church)**

<i>Title</i>	<i>Term Length</i>	<i>Name</i>	<i>Ending*</i>	<i>Term</i>
Female Voting Member	1 year	<b>TBD</b>	<b>2023</b>	<b>N/A</b>
Male Voting Member		<b>TBD</b>	<b>2023</b>	<b>N/A</b>
Alternate Voting Member		<b>TBD</b>	<b>2023</b>	<b>N/A</b>
Youth Voting Member	1 year	<b>TBD</b>	<b>2023</b>	<b>N/A</b>

# **Treasurer's Report**

## **Notes to the Financial Statements**

### **General Operations**

In 2021 general giving totaled \$507,283. This is \$4,796 more than the budgeted amount of \$502,287. Rental income was \$128,442 for the year, \$6,456 more than budgeted due to increased contract parking. Income for the year totaled \$635,724. In 2021, expenses totaled \$579,605, \$44,868 less than the budgeted amount of \$624,473. This year expenses were less than total income contributing to an overall net operating income of \$56,119.

As of December 31, 2021, we have \$454,000 in current assets, primarily composed of our bank accounts. Our land and building contribute to total assets of \$3,140,000. As of December 31, 2021, we have \$173,000 in dedicated accounts, of which \$69,000 are dedicated to pay the remainder of the solar project. As of December 31, 2021, we have a mortgage liability of \$624,000 and a \$137,000 note payable to the Trust for the Solar Project contributing to \$3,140,000 in liabilities and equity.

The Vision and Governance Board strives to be transparent about our financial position. As a board, we closely manage our expenses while making strategic decisions on how to use our resources for opportunities in the future. This year, we worked closely with the Financial Controls Committee completing quarterly financial reviews. Many thanks to Betty Schreuder, Micki Kruse, and Kerry Pearson for all their hard work.

### **PEASE Academy**

PEASE Academy continues to be our long-term tenant and we are thankful our facility can be used productively during the week. In 2020, PEASE signed a new 3-year lease guaranteeing their presence until September 2023. We are faithfully working to ensure PEASE is with us for years to come. We are grateful for PEASE as they are a crucial part of the financial picture at University Lutheran Church of Hope.

### **Building Fund – Opening Doors**

In January 2021, we completed Revealing Hope, a Capital Campaign from February 2018 to January 2021. In early 2021, the Capital Campaign paid benevolences to organizations selected by the congregation. In February 2021, we successfully kicked off Opening Doors, a 3-year Capital Campaign aimed at dedicating funds to pay the life of the mortgage (expires in 2027) and to fund special projects around the church. This year the building fund contributed to virtual worship enhancements and subsidized the mortgage by \$83,000 contributing to a total principal pay down of \$104,000. In the first 11 months of Opening Doors, building fund contributions totaled, \$209,000. As of December 31, 2021, the building fund has a total balance of \$217,000. Thank you to everyone who has contributed.

Thank you for your faithful and regular support for the ministries at University Lutheran Church of Hope.

Respectfully, Emma Carpenter, Congregational Treasurer

# Financial Statements

## University Lutheran Church of Hope Annual Ministry Fund – 2021

### 2021 INCOME STATEMENT

<b>Income</b>	<b>Actual</b>	<b>Budget</b>	<b>Variance</b>
General Giving	507,283	502,487	4,796
Rental Income	128,442	121,986	6,456
<b>Total Income</b>	<b>\$635,724</b>	<b>\$624,473</b>	<b>\$11,251</b>
<b>Expenses</b>			
Salaries & Benefits	304,937	338,796	(33,859)
Administration	36,805	35,180	1,625
Operations	142,582	142,554	28
Education Ministries	1,102	3,198	(2,096)
Hope in the World	3,791	6,200	(2,409)
Worship Ministries	4,102	9,786	(5,684)
Relational Ministries	773	2,100	(1,327)
Youth & Young Adult	(45)	1,100	(1,145)
Mission Support	32,662	32,662	0
Finance	52,897	52,897	0
<b>Total Expenses</b>	<b>\$579,605</b>	<b>\$624,473</b>	<b>(\$44,868)</b>
<b>Net Operating Income</b>	<b>\$56,119</b>		

### 2021 BALANCE SHEET

<b>Assets</b>	<b>12/31/2021</b>
Total Bank Accounts	453,735
Total Accounts Receivable	899
Total Fixed Assets	2,683,652
<b>Total Assets</b>	<b>\$3,138,286</b>
<b>Liabilities</b>	
Current Liabilities	(1,764)
Long Term Liabilities	
MIF Mortgage	623,883
Note Payable to Trust (Solar Loan)	136,880
Interest Payable to Trust (Solar Loan)	(5,357)
Total Long-Term Liabilities	755,406
<b>Total Liabilities</b>	<b>\$753,642</b>

## 2021 BALANCE SHEET

### Equity

#### Dedicated Accounts

Sunday School Offerings	-
Interest Income	144
Families Moving Forward Dedicated Fund	1,783
UA Sanctuary	9,522
Seminary Support	(1,500)
Women's Retreat	3,223
Women's Retreat Scholarships	930
Community Bread Oven	1,618
Youth Fund	3,271
Hope Diamonds Luncheons	1,970
Instrument Maintenance Fund	(378)
Lutheran Campus Ministries	20
Recording Ministry	116
Endowment Holding Account	270
Energy Needs Special Account	250
Nigeria Missions	582
Outreach Donations	455
ISAIAH Dedicated Fund	-
Erik Johnson Memorial Fund	800
Music Fund	2,693
ULCHERS	320
Adopted/Multi-Cultural Families	1,677
Funeral Fund	170
Lenten Luncheons	248
Library / Reading Fund	774
Friendly Visitor Program	3,074
Courtyard-Major Improvements Fund	1,837
Gloria Circle	1,323
Quilters	684
Trust Equalization Account	5,477
Kitchen Fund	338
Sabbatical Fund	19,550
Dedicated Courtyard Concerts	1,105
Student Outreach	5,509
Fine Arts Fund	505
Sanctuary Project	1,373
MIF Youth Gathering	354
Farmers Market	2,929
Children's Playground Area	877
Fireplace Insert	58
Grant-Community Org. Video Project	2,540
Plate Replacement Fund	598



Grant-Gather	10,750
Internship	49
Mental Health Programs	600
Grant-Riverside Innovation	11,178
Directory Project	321
Building Fund Holding Account	1,703
Rolling Waters (Racial Justice Fund)	435
Color of Hope (BIPOC group at ULCH)	1,500
Solar Fund	68,980
<b>Total Dedicated Accounts</b>	<b>\$172,607</b>
<b>Total Other Equity</b>	<b>\$2,212,037</b>
<b>Total Equity</b>	<b>\$2,384,644</b>
<b>Total Liabilities and Equity</b>	<b>\$3,138,286</b>

## University Lutheran Church of Hope

### Building Fund

### Opening Doors Capital Campaign – 2021

#### 2021 INCOME STATEMENT

<b>Income</b>	
Contributions Income	228,585
<b>Total Income</b>	<b>\$228,585</b>
<b>Expenses</b>	
Benevolences	28,116
Building Improvements/Projects	27,435
Mortgage Subsidy	83,027
<b>Total Expenses</b>	<b>\$138,578</b>
Interest Income	873
<b>Net Income</b>	<b>\$90,881</b>

#### 2021 BALANCE SHEET

<b>Assets</b>	
Total Bank Accounts	217,463
<b>Total Assets</b>	<b>\$217,463</b>
<b>Total Equity</b>	<b>\$217,463</b>
<b>Total Liabilities and Equity</b>	<b>\$217,463</b>

# University Lutheran Church of Hope

## Benevolence – 2021

<b>Total Benevolence</b>	<b>\$80,339</b>
<b>General Benevolence</b>	
Minnesota Interfaith Power and Light	500
ISAIAH	522
Beacon Interfaith Housing Collaborative	2,000
Every Meal	2,406
Lutheran Campus Ministries	2,590
Lutheran University in Nigeria*	9,227
<b>Total General Benevolence</b>	<b>\$17,245</b>
<b>ELCA Mission Support</b>	
<i>(given through Minneapolis Area Synod to support the work of the ELCA wider church <b>and</b> the synod)</i>	
<b>Total ELCA Mission Support</b>	<b>\$32,662</b>
<b>Capital Campaign</b>	
The One Fund	624
Lutheran Campus Ministries	624
Lutheran Church of Christ Nigeria	624
Global Health Ministries	3,124
Beacon Interfaith Housing Collaborative	3,124
First Nations Kitchen	3,124
Women's Advocates	3,124
Shobi's Table	3,124
<b>Total Capital Campaign Benevolence</b>	<b>\$17,492</b>
<b>Rolling Waters Dedicated Fund</b> (with a focus on racial justice and organizations led by Black, Indigenous, and People of Color)	
Native American Community Clinic	1,000
We Push for Peace	1,000
Center for Economic Inclusion	1,000
CAPI USA	1,000
Minnesota Spokesman-Recorder	1,000
Ujamaa Place	1,000
Minneapolis NAACP	1,000
Justice Frontline Aid	1,000
Arts US Center for the African Diaspora	1,000
Irreducible Grace Foundation	1,000
Literacy for Freedom	1,000
Center for Leadership and Neighborhood Engagement	2,000
<b>Total Rolling Waters Dedicated Fund</b>	<b>\$13,000</b>

\* A portion of this benevolence was funded through the Johnson World Mission Fund – please refer to the Trust Board Report on page 32 for additional information.

University Lutheran Church of Hope  
**Annual Ministry Fund – 2022**

**Income**

General Giving	510,161
Rental Income	<u>154,951</u>
<b>Total Income</b>	<b>\$665,112</b>

**Expense**

Salaries & Benefits	429,244
Administration	36,165
Operations	86,113
Education	4,450
Hope in the World	8,400
Worship Ministries	11,182
Relational Ministries	2,100
Youth & Young Adult	1,400
Mission Support	33,160
Finance (Mortgage)	<u>52,897</u>
<b>Total Expenses</b>	<b>\$665,112</b>

<b>Net Income (Difference)</b>	<b>-</b>
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# University Lutheran Church of Hope Staff

Lead Pastor Jen Nagel  
Pastor for Care and Nurture Barbara Johnson  
Pastoral Intern Emily Brown (since June 2021)  
Minister of Worship and Music Zach Busch (into August 2021)  
Minister of Faith in Community Nicholas Tangen (into March 2021)  
Minister of Community Engagement Elise Carlson (since September 2021)  
Minister of Faith Formation Morgan Strudthoff (since September 2021)  
Church Administrator Nathan Obrestad  
Financial Administrator Kari Olson  
Sunday Opener/Closer Seth Strudthoff  
Custodian Geremew Beshah (in 2021 contracted through ABM)  
Worship Technology Nick Peterson (since August 2021)  
Worship Technology Seth Strudthoff (since September 2021)  
Interim Bookkeeping Support Fariba Sanikhatam (January 2021)  
Interim Bookkeeping Support Gayle Bidne (January 2021)

## Statistical Report

**Membership beginning of 2021 743**

### **Members received in 2021**

Baptized - Children 9  
Baptized - Adults 2  
By Affirmation of Faith 2  
By Transfer 0  
From Other Sources 0

**Total gains 13**

Number of Baptized who were Confirmed 0

### **Members removed in 2021**

Death 5  
Transfer 2  
Other 0

**Total Removed 7**

**Membership as of December 31, 2021 749**

# Annual Meeting Litany

Today our congregation gathers in prayer and hope to begin another year of ministry. We bring with us the memory of a year like no other, even as we move into a future that we cannot yet imagine. Yet even now, as in every age, God is our refuge and strength. In times of plenty and want, in times of conflict and peace, in times of growing and pruning, we remember:

**God has called us for such a time as this.**

We remember the past year with lament and gratitude. We have lost so much, and so much still feels uncertain. We have also witnessed God's hand at work in new and unexpected ways. We delight at hidden seeds bearing surprising and wonderful fruit. When our own resources fail, when we cannot predict the future, when we must rely on God alone, we remember:

**God has called us for such a time as this.**

We celebrate this moment and the many ways God has held us together as a community. We give thanks for the gift of our church building and the welcome it provides, even as we bless God for the marvel of technology and the new bonds of connection it makes possible. When our bodies need sanctuary, when our minds need expanding, when your grace must transcend our limitations, we remember:

**God has called us for such a time as this.**

We look ahead to the road we will travel together this year. We anticipate and receive with joy the new gifts God's love has planned. We pray for the grace to let go of what has served its holy purpose. When we are trailblazers or followers, when we are seekers or visionaries, when we must walk by faith and not by sight, we remember:

**God has called us for such a time as this.**

And so we pray:

Grace our meeting, O God, with the gift of your Holy Spirit: The Spirit who has guided the church from the beginning, the Spirit of our risen Lord Jesus, the Spirit who sends us as healers and restorers of your beloved world. You are the source of our life together. You are the rock and cornerstone.

**You have called us for such a time as this.**

O God,  
you have called your servants  
to ventures of which we cannot see the ending,  
by paths as yet untrodden,  
through perils unknown.  
Give us faith to go out with good courage,  
not knowing where we go,  
but only that your hand is leading us  
and your love supporting us;  
through Jesus Christ our Lord.  
Amen. (ELW, p. 317)

